



Leading to Inspire

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What the theorists say!

Motivation

- Intensity
- Direction
- Persistence

Inspiration

- 'Aha' moment
- Transcendence
- Energising



Today

- The Paradox
- The Research
- The Findings
- The Possibilities



The Journey

HOPE INSPIRATION

Inspirational leadership

Creativity

Inspiration

Inspirational motivation

Motivation

Transformational leadership



Head – Heart – Foot



Visionary



Passionate

Transparency



Openness

Somewhat unconventional

The Paradox

- Transformational leaders have the ability to inspire (Bass & Avolio, 1993)
- Inspiring leadership was found to be a critical trait in the top 100 best companies in the USA (Leiber, 1998 cited in Kinjerski & Skrypnek, 2006)
- Leadership is a charismatic or transformational influence used to inspire others (Petersen & Seligman, 2004)

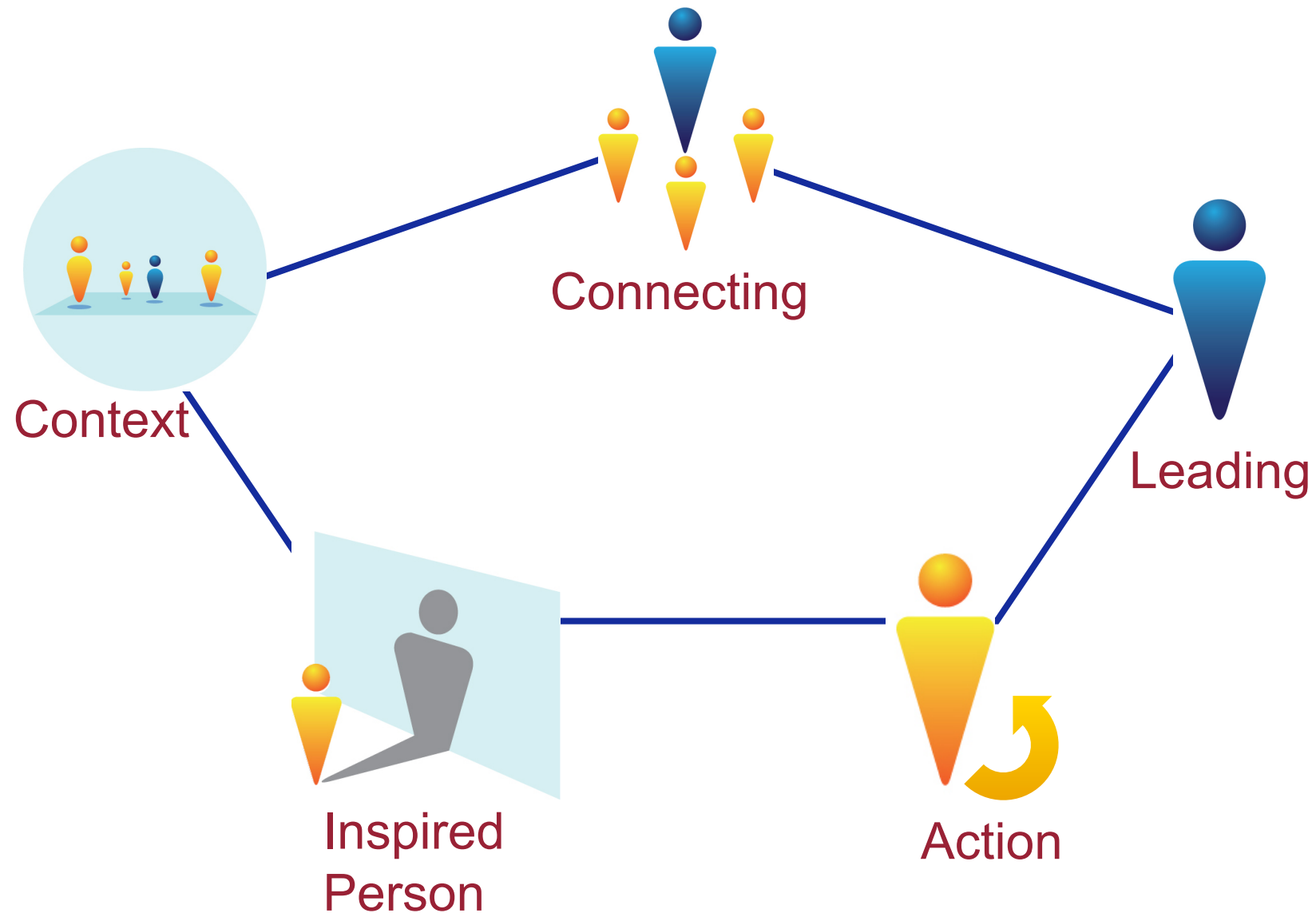


The Paradox

- 1 in 10 leaders consider themselves to be inspiring and find this aspect of leadership most uncomfortable (Kouzes & Posner, 2002)
- Research conducted by Mount Eliza Business School confirmed that there was a lack of inspiring leaders (Lee, 2003)
- Relatively little attention has been paid to the process by which leaders inspire others (Mio, Riggio, Levin, & Reese, 2005)



The Dimensions



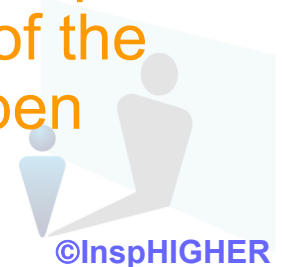
Connecting

- So I think for me that it always starts and ends with people and how you connect with people
- Everyone has a great potential but not everyone will get to it and I think great leadership guides people towards that potential on a very individual base



Leading

- I don't think you can sell a message or inspire someone if you don't believe it yourself, like if you don't actually feel it, because I think people can tell really easily when you are being disingenuous or putting on an act.
- You've got to position yourself in the right place at the right time. So it's timing, you've got to think about it and you've got to make that inspirational moment at the right time
- the principal accountability of a leader is to inspire others to follow and contribute to the goals of the organisation and to make the changes happen



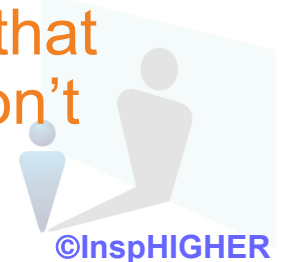
Action

- So is inspiration, inspiration if nothing happens with it?
- I am inclined to say to them look you can do it, just give it a go and let's look at the steps to do it
- you can't mobilise an organisation if you don't set out to engage people and capture their enthusiasm



Context

- You (as leader) have to create an environment where they feel valued, where they can feel they have influence, people want to have influence and they want to be heard
- It's about having humour, having a bit of fun, having people feel valued, having people feel listened to
- If you never dare, if you never put yourself entirely out there, you hold that little bit back, you can't fail in your own eyes because you haven't really given it everything and for me it was important at that moment to tell her to give everything and don't care.



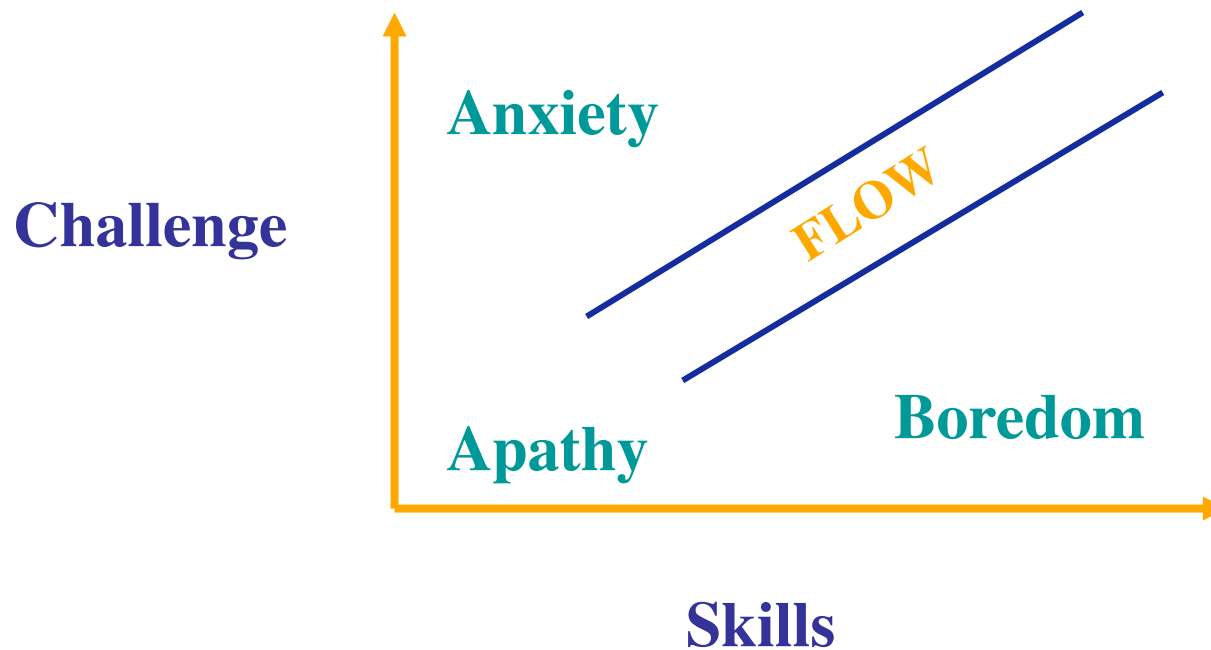
Active Process

Very important that you have such a vision and a strong feel about something and when its knowledge and intuition together that you decide no this is what we do even if they don't like it right now or you give them pain right now and they will struggle with you for a phase or a short moment but in the big picture its for the better, it's a better solution for them.

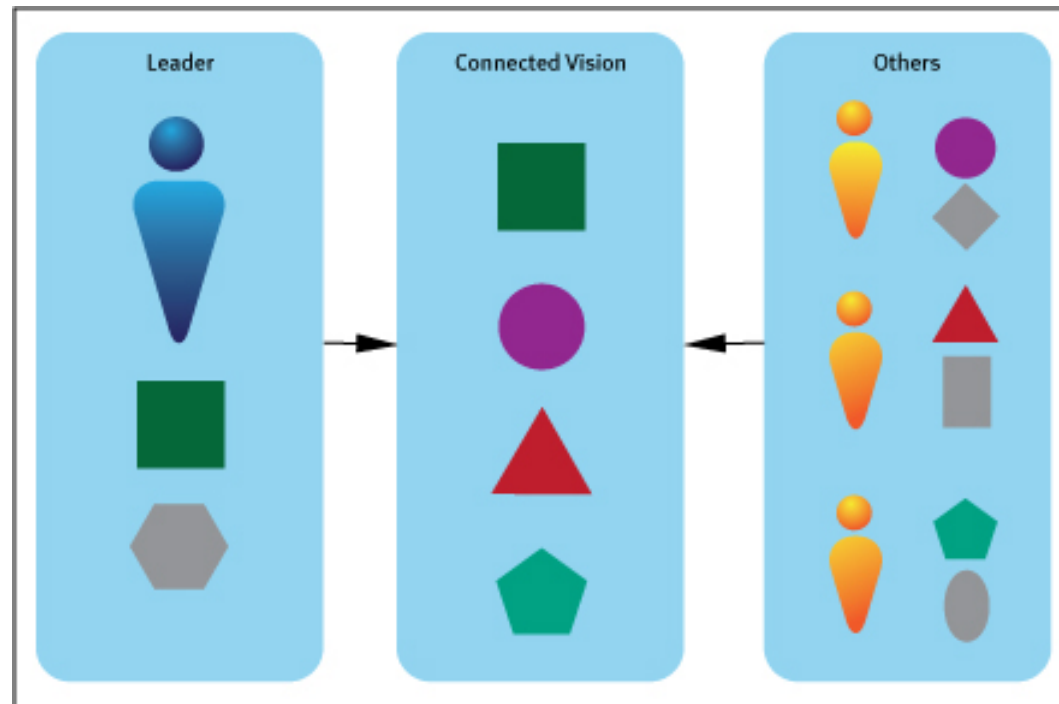


Active Process

- FLOW = opportunities to achieve in challenging situations relative to skill level
(Csikszentmihalyi, 1991)



Connected vision



How vision works

I think that stories are a great way to help the brain create a picture. Creating pictures provide an opportunity to see what is possible – when you can see what is possible is it easier to achieve that possibility and get a result



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